

Organizational Development Manager

State of Tennessee
Tennessee Department of Environment and Conservation

The Tennessee Department of Environment and Conservation is responsible for safeguarding the health and safety of Tennessee citizens from environmental hazards; protecting and improving the quality of Tennessee's land, air and water; and managing the system of 54 Tennessee State Parks and 82 Natural Areas.

TDEC is seeking to fill the position of Organizational Development Manager. This position is stationed in Nashville and acts as an Assistant Director of the Office of Talent Management.

Duties and Responsibilities

- Assists in the execution of the Department's talent management strategy.
- Assists in the design and implementation of the talent management processes and programs.
- Assists in designing and delivering talent management assessments, succession management, coaching, competency modeling and integration, and workforce planning.
- Collaborates with other management within the Department to establish an effective network to support the talent management strategy.
- Assists with implementing solutions to fill talent and capability gaps for the Department.
- Assists in developing workforce planning processes and time lines to ensure the delivery of the Department's talent management initiatives, programs, and systems.
- Assists in educating managers/supervisors in the use of organizational development tools.
- Builds relationships with Human Resources management and leadership in other agencies to create a network to support the Department's strategy by demonstrating expertise, integrity, and the ability to achieve results.
- Demonstrates excellent facilitation and presentation skills.
- Overnight travel required at times.

Qualifications: Bachelor's Degree in Human Resources, Organizational Development, Education, Organizational Psychology, Business or related field; or 6-10 years experience in training management. Master's degree preferred.

Leadership Competencies: The following leadership competencies have been identified as critical for success in this role:

- | | |
|------------------------------------|-----------------------|
| • Business Acumen | • Integrity and Trust |
| • Decision Quality | • Self-Knowledge |
| • Perspective | • Strategic Agility |
| • Comfort Around Higher Management | • Customer Focus |
| • Organizational Agility | |

All interested candidates should submit a resume to:

Lisa Spencer

Assistant Commissioner – HR Operations and Organizational Performance

TN Department of Human Resources

505 Deaderick Street, 1st Floor

Nashville, TN 37243

lisa.spencer@tn.gov

The State of TN is an Equal Opportunity Employer